

---

**ISSN-1811-5195**  
**Bangladesh Journal of Administration and**  
**Management (BJAM)**

**Chief Editor**

Badrun Nessa

Rector (Secretary)

Bangladesh Civil Service Administration Academy

**Executive Editor**

Dr. Jahangir Alam

MDS (Development and Research)

Bangladesh Civil Service Administration Academy

**Editor**

Md. Khaled Rahim

Director (Research and Publication)

Bangladesh Civil Service Administration Academy



**Bangladesh Civil Service Administration Academy**  
**Shahbag, Dhaka-1000**

---

These views expressed in the article are those of the authors and do not necessarily represent the views and policies of the editorial advisory board of the Bangladesh Journal of Administration and Management.

All rights are reserved. No part of this publication shall be reproduced, stored in a retrieval system or transmitted in any form or by any means, electrical, mechanical, photocopying and recording or otherwise without the written permission of the Bangladesh Civil Service Administration Academy (BCSAA).

**Published by**

Bangladesh Civil Service Administration Academy  
Shahbag, Dhaka-1000  
Bangladesh.  
Published in June 2021